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ABSTRACT

The contents of this newsletter concern affirmative action and employment, education of women, Title IX, sports, and international news. The following news items are included: pregnancy rulings and the supreme court, the LaSphere sex discrimination case at Brown University, top college administrative jobs filled by white males, college ties with all-male private clubs, new higher education registry for teachers and administrators, new registry of women scientists, teachers challenge of TIAA-CREF's unequal pension and insurance benefits, minority women Ph.D.'s gains, women's loss in the battle for more ROTC scholarships, grant-writing workshops, student government quotas, new publications of the National Advisory Council on Women's Educational Programs, lack of role models for female graduate students, a federal government publication on male role stereotyping, new resources for learning and teaching about women, court order to HEW to enforce Title IX and Executive Order 11246, charge of government inaction on Title IX, new Title IX policies issued by HEW, lack of Title IX assurances to several colleges, new Title IX resources for teachers and parents, student questionnaire included in Title IX evaluation, women and contact sports, dismissal of NCAA lawsuit, aid to college women athletes, California laws to improve sports opportunities for females, planned survey of sports programs on campus by the Civil Rights Commission, news from Oxford and Cambridge on accepting applications from both sexes, and a feminist education conference on ending sex-role stereotyping.
 (SW)

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*Project on the Status
& Education of Women*
Association of American Colleges

project on the status
and education of

women

TO THE EDUCATIONAL RESOURCES
INFORMATION CENTER (ERIC) AND
USERS OF THE ERIC SYSTEM "

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on campus with women

Number 19 • March 1978

A 'FORD' IN OUR FUTURE

The Project on the Status and Education of Women is pleased to announce that it has received a grant of \$150,000 from The Ford Foundation, which will help cover the Project's operations through fall 1978. Additional funds are now being sought to extend the Project's activities beyond that time. The project is also supported by a grant for \$350,000 from the Carnegie Corporation of New York which was awarded in September, 1976.

AFFIRMATIVE ACTION AND EMPLOYMENT

Good News and Bad News About Pregnancy from the Supreme Court

No longer can a woman be deprived of her accumulated job seniority for taking maternity leave. The Supreme Court ruled unanimously in December 1977 that such deprivation would impose "a substantial burden on women that men need not suffer." Justice Rehnquist, who wrote the Court's opinion, noted that a loss of seniority can mean "less desirable and lower paying jobs" for women [*Nashville Gas Co. v. Satty*, U.S. Supreme Court Docket No. 75-536, December 6, 1977].

The case involved Nora D. Satty, who left her clerical job at Nashville Gas Co. in December 1972 to bear a child. Returning three months later with her 3½ years of seniority wiped out, she was unable to secure a job which would have been hers had she retained seniority. The Court found Nashville Gas Company's policy to be discriminatory.

The Justices' new ruling had two parts to it. The Court also held that an employer can deny sick-leave pay for pregnancy. Nashville Gas Company pays sick leave for disabilities, other than pregnancy, caused by accidents or afflictions unrelated to jobs. The *Satty* decision follows an earlier, controversial Court ruling [*Gilbert v. General Electric*, 429 U.S. 125 (1976)], which upheld an employer's right to deny disability insurance benefits for a pregnant worker, even though workers suffering any other kind of medical disability were protected from loss of income. Women's groups have viewed the *Gilbert* decision as a major defeat, and have since been leading an effort to get Congress to provide sweeping new legislation to protect the rights of pregnant workers.

In New York City, the American Civil Liberties Union's Women's Rights Project said that in the *Satty* case the Court had handed down "another confused decision on pregnancy" that says "discrimination against pregnant workers is sometimes illegal and sometimes not."

Lamphere Case Finally Settled

Two years after Louise Lamphere, assistant professor of

anthropology at BROWN UNIVERSITY (RI) sued the university, charging that she was denied tenure because of her sex, lawyers for both sides reached an out-of-court settlement. Lamphere's class-action suit alleged sex discrimination in Brown's recruitment, hiring, promotion, renewal of contracts, and granting of tenure.

The settlement decree is not an admission or proof of any violation of Title VII of the Civil Rights Act of 1964. Rather, it is an agreement between Lamphere and the University to "... correct previous injustices, if any, and to achieve on behalf of women full representativeness with respect to faculty employment."

Major terms of the settlement are:

- Lamphere will receive tenure in the anthropology department effective July 1, 1974.
 - Two other assistant professors, one in biomedical sciences and one in slavic languages who joined Lamphere in the suit, will also receive tenure retroactively as well as back pay.
 - The University will establish a fund ("class action pool") of \$400,000 for payment of damages to any person whose claim of discrimination on the basis of sex is found valid by a hearing panel of three tenured faculty members.
 - The University has agreed to pay "reasonable" attorney's fees incurred by Lamphere and the class members in the suit.
 - The University will develop and maintain goals and timetables so that the proportion of female faculty members at Brown, both tenured and untenured, will correspond to the proportion of women in the appropriate pool of available Ph.D's.
 - Each faculty department and division will be required "to adopt and publish specific criteria, standards, and procedures for hiring, contract renewal, promotion to tenure, and other promotion . . ."
 - The department chairperson will direct an annual review of each full-time untenured faculty member, making available to that faculty member, upon request, the department's files (with the exception of confidential letters of recommendation) and a report stating the grounds for the department's decision.
- President Howard Swearer stated, "Since we do not differ with the plaintiffs on the goal of full representation for women on the Brown faculty, there was little to be gained—and a great deal to be lost—by further protracting a costly, dividing, and exhausting process of litigation."

Top College Officials are Still Predominately White Males

Women administrators at colleges and universities have yet to achieve equality, either in salaries or in their share of ad-

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ministrative jobs. So concludes a new study of employment patterns and salary levels of women and minorities among more than 18,000 administrators at 1,037 institutions. The study was supported by The Ford Foundation and published by the College and University Personnel Association.

Among the major findings are:

- Women are paid about four-fifths as much as men with the same job titles at the same type of institution.
- Of the key administrative positions at all institutions surveyed, 79% are held by white males; 14% white females; 5% minority males; 2% minority females.
- The only administrative job in which both females and males, whites and minorities all had a sizable representation is "affirmative action officer." Among affirmative action officers, however, men are paid more than women.
- Females hold 52% of the administrative jobs at women's colleges, compared with 14% at white coeducational colleges.
- The percentage of white, female administrators ranges from a low of 8% at large research universities to a high of 19% at liberal arts colleges.

The report, *Women and Minorities in Higher Education Administration*, is available for \$7.00 from the College and University Personnel Association, One Dupont Circle, NW, Suite 650, Washington, DC 20036.

College Ties with All-Male Private Clubs May be Illegal

Institutions using memberships and/or sponsorship in all-male clubs as a privilege of employment or as a recruitment source appear to be in violation of Title VII of the Civil Rights Act, according to the Equal Employment Opportunity Commission's Office of General Counsel. Title VII prohibits employment discrimination on the basis of race, color, national origin, religion, and sex. Employees utilizing only exclusionary private clubs for interviewing and screening potential applicants might also be in violation. Similarly, colleges and universities which routinely provide their top administrators with complimentary memberships in exclusively male clubs may have to reconsider this policy. If it can be shown that the

practice has a disparate impact on executive promotional opportunities for women and minorities, it appears on its face to violate the Act, according to EEOC.

New Higher Education Registry for Teachers, Administrators

Persons interested in being considered for teaching or administrative positions at U.S. colleges and universities can join the Cooperative College Register, an educational organization that maintains a higher education talent bank. For a \$20 annual fee, the candidate receives a catalog of job vacancies listed by more than 1,200 colleges and universities each spring. Additionally, a master summary of applicants (coded for confidentiality) is sent quarterly to the approximately 1,200 institutions.

The Register also provides master volumes of the complete applicant registration for review by participating colleges and universities at the annual conventions of the National Catholic Educational Association and the American Association for Higher Education. Institutions indicate preliminary interest by requesting the applicant's files. All further contact is directly between the institution and the applicant. For details, write to: Cooperative College Register, 621 Duke Street, P.O. Box 298-P.A., Alexandria, VA 22314.

Women Scientists Develop New Registry

A national computerized registry of 1,000 women scientists has been developed in cooperation with the Association for Women in Science (AWIS), Washington, DC. There are approximately 20,000 highly qualified women scientists in the U.S. today. The registry is designed to help women find employment in the fields of psychology, economics, mathematics, chemistry, medicine, engineering, and conservation. Registration costs \$10.

Because the registry identifies women by specialty, education, experience, and geographic location, it also locates qualified scientists to fill vacancies in advisory committees at educational institutions, government, business, and nonprofit organizations. To join the registry, write to: Association for Women in Science, Room 1122, 1340 Connecticut Avenue NW, Washington, DC 20036.

Salary Evaluation Kit Aids in Discovering Pay Inequities

The American Association of University Professors (AAUP)'s *Higher Education Salary Evaluation Kit*, designed to help administrators and faculty detect possible salary inequities between men and women, whites and minorities, is no longer available free-of-charge. The *Salary Kit*, which includes a 55-page book, bibliographies of salary studies made at universities and colleges, and studies of salary inequities in academe, now costs \$1.25. Order from: American Association of University Professors, One Dupont Circle NW, Suite 500, Washington, DC 20036.

Twenty Years of Progress = Things are Getting Worse

Despite media reports highlighting women's entry into formerly all-male occupations, the status of women in the labor force has deteriorated during the last twenty years, and prospects for improvement remain bleak. A study entitled "Women in the Economy: Preferential Mistreatment" indicates that today women are paid less compared to men than they were 20 years ago, that more women are employed in five traditionally "female" occupations, that annual salary increases are less for women than men in traditionally "male"

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THE PROJECT ON THE STATUS AND EDUCATION OF WOMEN of the Association of American Colleges provides a clearinghouse of information concerning women in education, and works with institutions, government agencies and other associations and programs affecting women in higher education. The Project is funded by Carnegie Corporation of New York and The Ford Foundation. Publication of these materials does not necessarily constitute endorsement by AAC, Carnegie Corporation of New York or The Ford Foundation. This publication may be reproduced in whole or part without permission, provided credit is given to the Project on the Status and Education of Women, Association of American Colleges, 1818 R Street, NW, Washington, DC 20009.

jobs, and that the average female college graduate is paid the same as the average male high school graduate. The study revealed that:

- On the average, full-time female employees earn less than 59 cents for every dollar earned by men in comparable jobs, whereas 20 years ago, the ratio was 64 cents per dollar earned by men.

- Salaries for traditionally "female" jobs are not keeping pace with salaries for "male" jobs, with average annual salary increases for most clerical jobs falling from 7.6% in 1976 to 5.8% in 1977.

- Nearly one out of every three female-headed households, compared with one out of every 18 male-headed households, is living at or below the poverty level.

- Minority women are found most often in the lowest paying jobs, with 42% employed as service workers compared to 20% of all men.

For a copy of the study, send \$3.00 to: Women Employed, 37 S. Wabash Street, Chicago, IL 60603.

Teachers Challenge TIAA-CREF's Unequal Pension and Insurance Benefits

Are retirement and insurance plans illegal if they require male and female employees to make equal contributions but which give retired women smaller monthly payments than men? Apparently not. So ruled Federal District Court Judge Edward Gignoux in a case brought by the Equal Employment Opportunity Commission (EEOC) against COLBY COLLEGE (ME). Teachers Insurance and Annuity Association (TIAA) and the College Retirement Equities Fund (CREF). The ruling marks the first in a number of cases attacking TIAA-CREF plans at various colleges and universities, including Long Island University, Wayne State University, Michigan State University, the University of Southern California, and the University of North Carolina.

Colby College's male and female employees make equal contributions to the TIAA-CREF plans, but monthly retirement benefits for women are less than for men. On the other hand, due to a higher male mortality rate, the insurance plan pays men lower death benefits than women. EEOC's lawsuit charged TIAA-CREF with violating Title VII of the Civil Rights Act by discriminating against both sexes. The Commission asked that Colby College award back pay with interest to the employees affected.

The court ruled that the legislative history of Title VII and the Equal Pay Act of 1963 as well as previous court decisions required that the Department of Labor's interpretation of the Equal Pay Act—allowing unequal benefits for men and women—take precedence over EEOC's interpretation of Title VII. TIAA-CREF plans are offered at about 85% of private colleges and 30%-40% of public colleges and universities.

On the Other Hand . . .

The Supreme Court has agreed to review a California case [*Manhart v. City of Los Angeles*, 533 F.2d 581 (1976)], concerning a retirement plan in which female employees were required to contribute more to a pension fund than males. The Circuit Court found this practice to be discriminatory. The differences in pension costs and benefits in this case and in the Colby TIAA-CREF case are based on unequal life expectancies of males and females. Should the Supreme Court uphold the *Manhart* decision, it may affect the legality of the TIAA-CREF plans.

APA Joins ERA Boycott

Under pressure from the Association for Women in Psychology and other groups of feminist therapists, the American Psychological Association (APA) has voted not to hold its annual convention in states that have not yet ratified the Equal Rights Amendment. The action could affect the 1978 convention as well as future meetings planned for Atlanta and Las Vegas. The APA joins the American Political Science Association, the National Education Association, the American Library Association, the League of Women Voters and 51 other national organizations in refusing to hold conventions in unratified states.

EDUCATION OF WOMEN

Minority Women Ph.D.'s Make Gains

Women and minority groups have been the subject of education legislation and affirmative action programs for almost a decade. The degree to which change has occurred on campus in graduate level programs is analyzed in a newly-published resource, *Women and Minority Ph.D.'s in the 1970's*. The Commission on Human Resources of the National Research Council has collected extensive data on doctorate recipients in the United States, as well as their employment patterns, status, and salaries. Data are given by sex and for different ethnic groups: Blacks, Native Americans, Chicanos, Puerto Ricans, and Asians. Many of the tables provide specific information about minority women, who now comprise 9.2% of the female doctorate recipients.

Data are also provided on institutions granting large numbers of degrees to women and minorities. Other significant data are:

- Among recent Ph.D.'s, 14.4% of the men and 25.8% of the women were over age 40 when they received their degree.

- Private research universities awarded proportionately more doctorates to women in 1973-76 than did public research universities.

- In the field of science and engineering in both 1973 and 1975, the proportion of fully-employed men was greater than the proportion of fully-employed women.

A limited number of copies of *Women and Minority Ph.D.'s in the 1970's* is available from: Commission on Human Resources, National Research Council, 2101 Constitution Avenue NW, Washington, DC 20418.

An analytical report entitled *Women and Minorities in Science and Engineering* provides further information on the extent of utilization of women and minority scientists in the workforce. The 24-page report focuses on salaries and unemployment rates as well as recent changes in the distribution of women scientists and engineers among the following sectors of the economy: business, government, and educational institutions. It shows that women doctoral scientists and engineers have lower annual salaries than men. However, because the report does not break down the minority data by sex, it is not possible to assess the employment patterns of Hispanic or Black women scientists. Copies are available for 75 cents from the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402.

Joe College is Now a Woman

The latest Census Bureau report on college enrollment reveals that a majority of young college students are female:

52% of all students under age 22. While the number of young men under 22 has remained about the same, enrollment of women under 22 rose 35% between 1970 and 1976. In 1977, women's strong upward trend in enrollment at all ages continued, accounting for a startling 93% of the year's enrollment growth at colleges and universities. The increase in enrollment among women age 22-35 between 1970 and 1976 was 103%. Among students 35 and older, women comprise 59%, up from 52% in 1975. Older women are now the fastest growing group of post-secondary students. The Census Bureau's *Current Population Reports* Series P-20, No. 309 is available for 35 cents from the U.S. Government Printing Office, Washington, DC 20402.

According to the Council of Graduate Schools, the proportion of women enrolling in graduate programs is now 52% at institutions where the master's is the highest degree offered, and 40% of the total at institutions where the doctorate is offered. Between 1975 and 1976, the number of men decreased slightly while the number of women increased somewhat. Part-time students accounted for 61% of total graduate enrollment in 1977. The data come from the Graduate Record Examinations Board of the Educational Testing Service, Princeton, NJ which conducts the survey annually in conjunction with the Council.

Women Lose Battle for More ROTC Scholarships

In a lawsuit filed against the Secretary of the Navy, sophomore Kimberly Kovach charged the Navy with using a "double standard" in awarding its ROTC scholarships. The scholarships provide a \$100-a-month stipend plus tuition fees and textbooks. In 1975-76, the scholarships went to 1,988 men and 16 women.

Kovach charged that not only must women attain higher SAT scores than men (1,200 combined SAT score compared with a 1,000 combined score), but that women are allowed to compete only with other women on a national basis for a pre-set number of scholarships, while men can compete on a regional basis. Kovach's SAT score (1,150) disqualified her; had she been a male she would have been eligible. The U.S. District Court in Delaware noted that men who scored lower than Kovach were awarded 4-year scholarships in 1975.

U.S. District Court Judge Edwin Steel, Jr. stated, however, that Kovach is not entitled to equal treatment. Since the federally-funded ROTC scholarship program is designed to produce officers for combat vessels, and since women are forbidden by federal statute from serving on combat vessels, the Navy has intentionally kept a low quota for women. The court concluded that the Congressional classification of men and women into two categories for service on combat vessels does not violate Kovach's right to equal protection under the Fifth Amendment [*Kovach v. Middendorf*, 424 F.Supp.72 (1976)].

Court Rules That "Young Men" Means Women, Too

The Massachusetts State Supreme Court ruled early last year that the phrase "young men" includes females as well as males. The case involved a trust fund for educational scholarships. The testator had directed that "as many students as possible be assisted" and that the trustee follow a program of an organization which provided financial aid to students of both sexes [*Ebitz v. Pioneer National Bank*, 45 U.S.L.W. 2490 (1977)].

Grant Writing Workshops to be Offered This Spring

Far West Laboratory for Educational Research and Development in San Francisco has received a contract from the Women's Educational Equity Act Program, U.S. Office of Education to provide technical assistance to individuals and organizations who want to write grant proposals to obtain funds for their own women's equity project. Far West will offer a series of tuition-free workshops in 28 sites around the country in spring, 1978, and through a workshop training package of materials prepared by the Center for the Study of Contemporary Rural Women, UNIVERSITY OF MISSISSIPPI. A special effort is being made to reach those who have not had access to public and private funding sources, and who represent diverse geographic, ethnic, racial, economic, age, and social backgrounds.

The Women's Educational Equity Act (WEEA) was passed as part of the Education Amendments of 1974, and supports a broad range of activities aimed at eliminating sex bias in education. Public agencies, private non-profit organizations, and individuals are eligible to apply for WEEA contracts and grants. For details about the technical assistance workshops contact: W. Pearl Howell, WEETA, Far West Laboratory for Educational Research and Development, 1855 Folsom Street, San Francisco, CA 94103.

No Quotas in Student Governments

Can students set aside a certain number of slots on student government councils and governing boards for women and minority representatives? Not without violating the law. The Fourth Circuit U.S. Court of Appeals [*Uzzell v. Friday* 547 F.2d 801 (1977)] ruled recently that campus provisions for quotas based on race and sex violate civil rights laws as well as the equal protection clause of the 14th Amendment.

The case involved membership requirements for representatives to the Campus Governing Council at the UNIVERSITY OF NORTH CAROLINA. The Student Constitution provided that the Council have "at least two members of a minority race, two males, and two females." The court further held that a second provision of the student constitution was illegal. This provision allowed an accused student to request that four of seven judges on the Honor Court be her or his race, or, her or his sex.

Faculty and Students More Liberal Toward Women

Although a recent survey showed student and faculty attitudes tending toward conservatism, attitudes toward women became somewhat more liberal. A survey of 25,000 undergraduates, 25,000 graduate students, and 25,000 faculty members, conducted by Martin Trow, of the UNIVERSITY OF CALIFORNIA, BERKELEY, for the Carnegie Council on Policy Studies in Higher Education, shows that:

- One in six faculty members agreed that "female graduate students in my department are not as dedicated as the males" (in 1969, one in five expressed that view).
- Over one-third of the faculty expressed reservations that women were not as likely as men to complete their graduate study and make important contributions to the field.

Commenting on the survey results, Trow concluded that "... if a significant proportion of college and university teachers have reservations about the likelihood of women graduate students finishing their degrees and doing important work, then they are not as likely to give them the kind of attention and challenge they give men."

Copies of the survey are available for \$2 from the Carnegie Council on Policy Studies in Higher Education, 2150 Shattuck Avenue, Berkeley, CA 94704.

National Advisory Council on Women's Educational Programs Releases New Publications

Four new publications analyze the status of women in guidance and counseling programs, women's studies programs, and the Education Division of the Department of Health, Education and Welfare (HEW).

Efforts Toward Sex Fairness in the Use of Education Division Funds is a 73-page report prepared by the Presidentially-appointed National Advisory Council on Women's Educational Programs. The Council investigated the extent to which HEW's Education Division has not used its resources effectively to promote equity for women and girls in its formula and discretionary grant programs, as well as in student financial aid programs. The report documents sex stereotyping and sex bias in the Education Division's \$8 billion worth of educational programs. "Women may be financially disadvantaged in pursuing postsecondary education," the study found. Recommendations for change include: greater coordination between Office of Education program officers and HEW's Office for Civil Rights; earmarking 10% of each discretionary program's funds for projects that make "a special contribution to equity for women"; and recruiting more women and minorities for the Education Division's review panels and advisory committees.

Sex Discrimination in Guidance and Counseling is a 10-page pamphlet describing the impact of guidance and counseling services on women's career development. The report analyzes societal impediments and counseling practices which influence women's career aspirations. Topics include counselors' attitudes, sex bias in vocational inventory surveys, and innovative approaches to inservice training programs for counselors. Recommendations are addressed to the federal government, institutions, professional organizations, publishers and researchers.

Women's Participation in Management and Policy Development in the Education Division is an 80-page report focusing on the status of women employed in HEW's Education Division. It describes exemplary practices which promote women's participation in management and policy development as well as documenting the extent to which women are underrepresented on federally mandated advisory councils at both the national and state levels. Additionally, few women serve as consultants. The study found that women, especially minority women, are generally not found at the top levels of the Education Division. The data reveal a wide range of obstacles to women's advancement such as: lack of clear performance standards, veterans preference requirements, and lack of support from top officials. Recommendations and a selected bibliography on HEW's employment policies and programs are included.

Seven Years Later: Women's Studies Programs in 1976 by Florence Howe describes "Phase Two" of the development of women's studies programs—the consolidation, program growth, and impact of women's studies programs on the campus. Howe evaluated 15 college and university programs examining their faculty size, student enrollment, curricula, administrative structures, and relationship to their institutions. She concluded that although budgetary concerns continue to plague women's studies programs (the average yearly budget for the 15 programs studied was less than \$44,000), women's studies will continue to increase in maturity, responsibility,

and legitimacy, with the eventual transition of older programs into a potential "Phase Three"—tenured faculty and a permanent curriculum.

These four publications are available at no charge from: National Advisory Council on Women's Educational Programs, 1832 M Street NW, Washington, DC 20036.

Lack of Role Models Handicaps Female Graduate Students

One of the greatest barriers to women students enrolled in graduate psychology programs is the lack of female role models. A survey report by the Task Force on Women Doing Research, American Psychological Association (APA), reveals that although the overall number of women in academia is increasing, "the increase is greater for female students than female faculty. The female role model is still underrepresented."

The APA Task Force is studying why women Ph.D.'s in psychology are more likely to be found in the university's lower ranks of instructor and teaching assistant, and why they publish proportionately less than their male counterparts. The Task Force cited six factors which affect the productivity of female researchers:

- Males (41%) more frequently report that they are offered authorships for research participation than females (19%).
- Women researchers act as sponsors of new research only about 15% of the time; hence female students wanting to conduct research must rely on male sponsors.
- Women comprise about 35% of those presenting research papers at the annual psychological association conventions.
- Male researchers are rewarded more often with career advancement than females with comparable publication experience.
- Males are more likely to be invited to accompany faculty on professional trips, share authorships for research participation, and meet recognized scholars outside their departments.
- Women are disproportionately employed in 2-year and liberal arts colleges where research productivity is less important than at the university level.

The report concludes that the paucity of women researchers as role models coupled with the lack of encouragement and support for women doing research severely handicap female graduate students in psychology. For more information contact: Agnes N. O'Connell, Chair, APA Task Force on Women Doing Research, Montclair State College, Montclair, NJ 07043.

At Wayne State University, mathematics professor Judith Q. Longyear is helping to create more female role models. One entire wall of the math department hallway is covered with pictures of famous women. According to the October 1977 issue of the Association for Women in Mathematics newsletter, Longyear would like to paper another wall with photos of female mathematicians—famous or unknown—for hundreds of young people to view each year. Individuals wishing to contribute to this project should send a photograph of a mathematician together with biographical information to: Judith Longyear, Department of Mathematics, Wayne State University, Detroit, MI 48202.

"Tough Guy" Games Highlight Male Stereotyping

What may be the first government publication on male role stereotyping is now available from the Office of Education of the U.S. Department of Health, Education and Welfare (HEW).

Being a Man: A Unit of Instructional Activities on Male Role Stereotyping by David Sadker is a 64-page instructional manual for junior high school teachers and educators, which provides information and models for classroom activities to heighten awareness of male sex stereotyping. It supplements materials which focus on the sex bias experienced by females. Classroom strategies and lesson plans for instructional games such as role-play situations, "championship" games, "tough guy" exercises, and evaluations of radio and television commercials are included. The appendix has a short, annotated bibliography of classroom materials on female role stereotyping. Copies are available for \$2.10 each from: Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402.

New Resources for Learning and Teaching About Women

Feminism in the Mid-1970's: The Non-Establishment, the Establishment and the Future by Maren Lockwood Carden is a 63-page booklet offering a contemporary overview of the women's movement. The author summarizes women's transition from consciousness-raising groups to organizing grassroots and national women's rights organizations. Carden characterizes feminism as "primarily an urban movement although it has ceased to be exclusively a phenomenon of the major cosmopolitan coastal and midwestern cities." Highlighted are the different goals and accomplishments of non-establishment and establishment women's groups. A directory of women's organizations and periodicals is included. Copies can be ordered for \$2.95 from: The Ford Foundation, Office of Reports, 320 East 43rd Street, New York, NY 10017.

Women's Studies Sourcebook: A Comprehensive, Classified Bibliography of Books has been compiled by Judith King, reference librarian at the James H. Zumberge Library of Grand Valley State Colleges, Michigan. The 68-page edition arranges over 1,500 titles into 46 subject categories which include such diverse fields as autobiography, politics, law, health, literary works, men's liberation, sexuality, and sports. The *Sourcebook* is available for \$3 prepaid from: James H. Zumberge Library, Grand Valley State Colleges, Allendale, MI 49401.

The fall 1977 pamphlet entitled *Resources for Women's Studies Collections* lists 19 books including several newly-published titles such as:

- *Women in Medicine: An Annotated Bibliography of the Literature on Women Physicians* is an international compilation of over 4,000 citations on the lives of women physicians and healers.
- *Male/Female Language* discusses differences among men and women in language and communication from the point of view of a linguist.
- *Women and Film: A Bibliography* is designed to aid scholars in the fields of film history and film criticism. The four sections look at women as performers, filmmakers, role models, and critics.
- *American Women and the Labor Movement: An Annotated Bibliography* focuses on post-1935 developments. Books, monographs, journal articles, pamphlets, and government publications are included.

A free copy of the 10-page pamphlet is available from: Scarecrow Press, Inc., P.O. Box 656, Metuchen, NJ 08840.

National Politics and Sex Discrimination in Education by Andrew Fishel and Janice Pottker traces the evolution of sex discrimination in education as a public issue to the development of federal laws, including the enactment of the Women's

Educational Equity Act and Title IX of the 1972 Education Amendments. The authors provide detailed descriptions of the political process surrounding these laws and other policy issues concerning sex bias in education. *National Politics* is available for \$15 from: Lexington Books, D.C. Heath Company, 125 Spring Street, Lexington, MA 08512.

Wanted by the Law: Women, written by the Boalt Hall Women's Association of the University of California, Berkeley, School of Law, has been updated and expanded to 28 pages. The booklet describes various specialty areas within the field of law, discusses the unique problems of "older" women applying to law school, and gives details about application and admissions procedures. Send \$1 to: Boalt Hall Women's Association, University of California, School of Law, Berkeley, CA 94720.

Alas, Fair Kirkland is Gone

KIRKLAND COLLEGE (NY), the coordinate women's college to HAMILTON COLLEGE, first opened in 1968 with a strong commitment to the education of women. Nine years later, Kirkland has closed its doors. Concurrently, Hamilton will become coeducational and will consolidate both campuses. Although shortlived, Kirkland provided its students with a unique and challenging educational experience.

TITLE IX BULLETIN

Court Orders HEW to Enforce Title IX and Executive Order 11246

The recent settlement of three major civil rights lawsuits filed against the Department of Health, Education and Welfare (HEW) will affect millions of women on college campuses across the country. The federal government is now under a court order to initiate a substantial enforcement effort to end sex discrimination in all levels of education. Attorneys representing the groups that brought the suits—Women's Equity Action League (WEAL), National Association for the Advancement of Colored People (NAACP) Defense and Education Fund, Mexican-American Legal Defense and Education Fund, and the National Federation for the Blind—have hailed the settlement as "a landmark and a great step forward for civil rights." Marcia Greenberger of the Center for Law and Social Policy which represented WEAL and other women's organizations stated, "It requires HEW to become serious about sex discrimination."

The suits, the oldest of which was filed in 1970, accused HEW of doing little or nothing to end discrimination on the basis of race, sex, and physical handicap. WEAL, in conjunction with the National Organization for Women, Association for Women in Science, Federation of Organizations for Professional Women, National Education Association, and National Student Association, charged HEW with lack of enforcement of Title IX, which prohibits discrimination in federally assisted education programs, and of Executive Order 11246, which prohibits employment discrimination by federal contractors.

A key part of the order requires HEW to establish a series of deadlines for handling individual complaints. HEW will have to eliminate its backlog by September 30, 1979. The backlog of nearly 3,000 complaints dates back to the early 1970's. HEW must comply with the court order or else risk being held in contempt of court.

Under the settlement, HEW is also committed to ask Congress for funds for an additional 898 staffers who will not only

investigate individual cases of discrimination, but who will also initiate general compliance reviews of universities and school districts. The new staff will double the number of employees at HEW's Office for Civil Rights (OCR). Required procedures include notification of complaints to affected institutions as well as the complainant. Both parties must be informed of applicable timeframes and procedures [*WEAL et al. v. Califano et al.*, U.S. District Court (D.C.) No. 1720-74, January 9, 1978].

Education Group Charges Government Inaction on Title IX

Stalled at the Start: Government Action on Sex Bias in the Schools, published in January 1978 by the Project on Equal Education Rights (PEER) of the NOW Legal Defense and Education Fund, is the most complete analysis to date of HEW's handling of Title IX complaints in the elementary and secondary schools. PEER conducted interviews with students, parents, and teachers who had filed charges with HEW; HEW investigators; and school administrators whose districts had been charged with violations of the law. The study documents the fact that more than a third of all Title IX complaints filed since 1972 have taken three years or more to resolve, with many investigations involving little more than an exchange of letters with school officials. The government has yet to withhold funds from a single school district where it has issued a finding of sex discrimination. *Stalled at the Start* answers the questions: Is federal action prompt, effective, and thorough? And if not, what can be done to improve it? Copies are available for \$1 from: Project on Equal Education Rights, 1029 Vermont Avenue NW, Suite 800, Washington, DC 20005.

HEW Issues New Title IX Policies

In response to hundreds of inquiries about possible Title IX violations, the Department of Health, Education and Welfare (HEW) has recently issued a number of new policy determinations affecting women on campus. The following are a few of these new rulings:

- HEW cautioned colleges against establishing scholarships solely for women, but said that in some very limited situations such scholarships may be acceptable to overcome severe past discrimination "where other remedial measures had proven ineffective."
- Football and basketball have been classified "contact sports" and hence may be sex-segregated. Baseball, however, is defined by HEW as a noncontact sport. Therefore, schools which offer baseball only for males must allow females to try out for the teams.
- Use of sex-specific titles such as "chairman" or the term "fraternity" to identify a club or society is allowable so long as the organization is open to both men and women, and the title is used in a "generic" sense and not reflective of a restrictive policy or practice.

Several Colleges Lack Title IX Assurances

In a recent speech before more than 1,000 educators at the American Council on Education's annual conference, HEW Secretary Joseph Califano promised that HEW will begin enforcement actions against colleges and universities that do not comply with Title IX. Subsequently, HEW identified schools not filing Title IX assurances. Schools receiving federal funds are obligated to file assurances that they do not discriminate against women. Failure to file can result in loss of funds.

As of February 1978, a handful of colleges and universities,

mostly church-affiliated, had not submitted the forms. Califano said that the schools' HEW funds will be held in escrow until the Title IX assurances are received.

Among institutions not in compliance is HILLSDALE COLLEGE (MI). Hillsdale official Jerry Roberts stated that "We don't know what kind of federal dollars they're going to cut off. We've never taken any."

HEW's position is that institutions do not have to receive direct funding to be considered a federal recipient. Colleges and universities whose students have Basic Grants, Guaranteed Student Loans or veterans' benefits are defined by HEW as federal recipients.

New Title IX Resources for Teachers and Parents

Teachers and educators involved in teacher training programs may find useful information in the following publications.

Cracking the Glass Slipper: PEER's Guide to Ending Sex Bias in Your Schools is a monitoring kit for evaluating whether elementary and high schools are treating female students fairly. The kit is arranged as a series of packets starting with an overview of the socialization patterns of school children and proceeding to a step-by-step guide for gathering information about school athletics, counseling, and vocational education programs, student grievance procedures, and programs for the pregnant student. For those who also plan to evaluate their school system's employment practices, two "Review Guides" specify how to examine discriminatory practices in hiring, promotion, and fringe benefits.

A "Title IX Primer" systematically explains the basic administrative requirements of Title IX, and which school systems are covered. Procedures for implementing the law are described along with a discussion of key student issues: access to courses, guidance and counseling services, financial assistance, student employment, marital or parental status, and athletics. The final packet in the series focuses on strategies for change—how to prepare an action plan and to implement the recommendations.

Anyone's Guide to Filing a Title IX Complaint is a simple, step-by-step guide to help students and staff properly file a Title IX complaint with the U.S. Department of Health, Education and Welfare (HEW). The 7-page booklet explains how to write a complaint letter, where to send it, and what happens once HEW receives it. Included is a sample letter and a listing of all HEW regional offices. Single copies are free. *Cracking the Glass Slipper* is no longer available free-of-charge; it is now \$3.50, pre-paid. To order both publications write to: Project on Equal Education Rights, 1029 Vermont Avenue NW, Suite 800, Washington, DC 20005.

Title IX Evaluation Includes Student Questionnaire

Pursuant to Title IX requirements, all colleges and universities were required to conduct a "self-evaluation" study by July 21, 1976 to serve as the basis for change. Sometimes, students and faculty are unaware that their own institutions have conducted these evaluations. One university, however, carried out its study by soliciting input from interested faculty, staff, and especially students. The UNIVERSITY OF CALIFORNIA, BERKELEY devised a student questionnaire to assess attitudes about admissions, curriculum, and counseling. A random sample of 3,000 students participated. Students who were not chosen for the survey were given an opportunity to send their written views directly to the vice chancellor of

the university. Additionally, each academic department was responsible for conducting its own self-evaluation.

The results of the study have now been published and distributed to deans, directors, department chairs and other administrators. *Women Students at Berkeley: Views and Data on Possible Sex Discrimination in Academic Programs* is a compilation of data from 1972-1976 regarding the distribution of women in the various departments and schools, their degree attainment patterns in graduate school, as well as abstracts taken from the departmental evaluations and the student questionnaire. The report reveals that:

- Female graduate students find it harder to establish collegial relationships with the faculty. Women perceive that their intellect and aspirations are not considered impartially.
- Campus safety is a concern among women graduate students who have to attend night seminars or who spend evenings working in their laboratories.
- Women tend to be offended by sexist terminology in texts and lectures, even in cases where they recognize that it may be a style of a past era.

For more information about the report contact: Ira Michael Weyman, Vice Chancellor, University of California, Berkeley, CA 94720.

SPORTS

Judge Says 'Give Women a Sporting Chance'

Contact sports for women? A federal judge has cleared the way for female high school students to compete alongside males in all sports, including football and wrestling. In a sweeping decision, U.S. District Court Judge Carl Rubin issued a ruling that separate teams "cannot serve as an excuse to deprive qualified girls positions on formerly all-boy teams." The Court affirmed that the question of whether a female high school student competes in interscholastic sports is a matter of personal choice, and not sex. Rubin also attacked the "presumption that girls are physically weaker than boys." He added that "although some women are physically unfit to participate with boys in contact sports, it does not necessarily follow that all women suffer similar disabilities." The case, brought by two Ohio high school women, Leah Wing and Amy Underwood, against the Ohio High School Athletic Association, alleged that sex-segregated sports teams violate the Equal Protection Clause of the 14th Amendment. [Note: Title IX allows sex-segregated teams in contact sports; however, if there is only one team for males, females can be denied the right to try out for that team.] [*Yellow Springs Exempted Village School District Board of Education v. Ohio High School Athletic Assoc.*, U.S. District Court for the Southern District of Ohio, No. C-3-6-205, January 10, 1978].

Court Dismisses NCAA Lawsuit

In a decision that could have far-reaching implications for women's intercollegiate athletics, a U.S. District Court judge dismissed a lawsuit that sought to exempt college athletic programs from the Title IX regulation prohibiting sex discrimination. The National Collegiate Athletic Association (NCAA) has lost the first round in its battle with the U.S. Department of Health, Education and Welfare (HEW). NCAA argued that athletics were not covered by Title IX because college athletic programs do not receive direct federal funding.

Noting that NCAA itself does not receive any federal funds and that therefore the regulation does not impose any duties of compliance upon the NCAA, Judge Earl O'Connor ruled

that "NCAA cannot be injured by the regulations (sic) and thus lacks legal grounds for a suit." Judge O'Connor also questioned whether an organization which promotes intercollegiate athletics for male students can properly represent the overall interests and objectives of its member institutions.

HEW's interpretation of Title IX is that all athletic programs and activities are covered by the Title IX regulation when the institution receives any federal funds. Intervening on behalf of HEW in the lawsuit were: the Association for Intercollegiate Athletics for Women, the National Student Association, the National Education Association, and the American Alliance for Health, Physical Education, and Recreation [*NCAA v. Califano*, U.S. District Court (D. Kansas), No. 76-32-C2, December 30, 1977].

More Colleges Aid Women Athletes

No longer does an athlete need to confine her talent to physical education classes and intramural sports. Her ability can now become the means to a college education and perhaps later to a career in coaching. Over 500 U.S. colleges, universities, and community colleges offer athletic scholarships and grants based on athletic ability and financial need. A new guide to athletic scholarships, published in the December 1977 issue of *Coaching: Women's Athletics* magazine, contains a comprehensive list of athletic scholarships and grants arranged by state.

Included in the guide are names, addresses and telephone numbers of hundreds of college athletic directors and coaches, as well as details on school enrollments, tuition waivers, special requirements, and application deadlines. *Coaching: Women's Athletics* is available for \$2.00 per issue or \$8.00 per year from: Coaching Magazines, Subscription Department, P.O. Box 867, Wallingford, CT 06492.

Athletic Scholarships for Women lists 180 schools that are members of the Association for Intercollegiate Athletics for Women (AIAW), noting which schools offer scholarships for various sports. The directory is available for \$6.50 from the Publications Office, American Alliance for Health, Physical Education and Recreation, 1201 16th Street, NW, Washington, DC 20036.

Women Make Military History

Cadet Susan Donner of the Coast Guard Academy has become the first female to win a varsity sports letter from one of the four military academies, for her exceptional performance as the skipper of an otherwise all-male sailing team. Midshipman Julia Johnson of the Merchant Marine Academy is a discus thrower who recently set a military record with her 105-foot-plus throw at the Women's Metropolitan Athletic Union Track Championships in New York. Other outstanding military athletes include Linda Dolny of the Coast Guard's gymnastics team, Dianne Stoddard who won a place on West Point's formerly all-male judo team, and Peggy Feldman, the Navy's varsity swimmer.

Women are participating in athletics in proportionately greater numbers than men. At the Air Force Academy, for example, 110 out of 145 women compete in intercollegiate athletics. Only one male in five is involved in intercollegiate sports at the Academy. Twenty-seven of the Naval Academy's 66 women participate in varsity sports.

"When we learned women were coming to the Academy," said Col. John Clune, Air Force athletic director, "we decided to go with a full intercollegiate program right from

the start." Although women may not try out for intercollegiate or intramural boxing, wrestling, or lacrosse, they are free to try out for all other traditionally male teams or for positions on all-women teams. Women take the same tough physical fitness courses as the men, with the exception of boxing and wrestling.

California Laws Improve Sports Opportunities for Females

The state of California seems to be taking the lead in passing legislation to improve the status of women. One of the most far-reaching bills passed is AB 1558 which mandates equal opportunity in athletics for men and women at all state colleges and universities. It requires the trustees of the colleges to "ensure that reasonable amounts" of available athletic funds be allocated to male and female students. The trustees are further required to report annually to the legislature on progress in providing comparable incentives and encouragements to females to engage in sports.

Another California bill, AB 1559, prohibits the use of public funds for athletic programs that do not provide facilities and opportunities for participation by both sexes on an equitable basis. For information on other California bills affecting women, contact: *California Women Newsletter*, Commission on the Status of Women, 926 J Street, Room 1003, Sacramento, CA 95814.

Civil Rights Commission Will Survey Sports Programs on Campus

What effect has the Title IX ban on sex discrimination had on school athletic programs? The U.S. Commission on Civil Rights will conduct a survey this spring to find out whether athletic opportunities have increased for women and girls, and what problems still remain. The survey is part of a \$362,230 study of male and female participation at all levels, including postsecondary physical education classes, intramural sports, and intercollegiate competitions.

The Commission will also conduct 18 on-site visits as well as interviews with school personnel such as Title IX coordinators and coaches. Both the survey and interviews will examine such items as athletic budget, equipment, facilities, practice schedules, and travel allowances.

The Commission's effort to assess the effect of Title IX on school sports programs stems in part from a recommendation made last year by the International Women's Year Commission. The report will go to the Congress and the President when complete.

Women's Colleges Gain Ground in Athletics

Institutional spending for competitive intercollegiate athletic programs at women's colleges has more than tripled in the last five years, according to a new survey by the Women's College Coalition. The study, which involved 42 women's colleges, also found that the expansion of instructional programs was largely a result of the mushrooming interest and experience of women students entering college from the nation's high schools.

The findings reflect a commitment by women's colleges to expand athletic opportunities independent of federal legisla-

tion and regulations which have spurred the growth of athletic programs at some coeducational schools. In a time generally characterized by budgetary retrenchment in higher education, one-third of the 42 women's colleges reported the construction of new athletic facilities within the last five years.

Team sports, particularly basketball and volleyball, have generated the most student interest. The competition for places on the varsity squad is great, as opposed to individualized activities such as tennis or swimming.

Virtually all respondents voiced concern that women's athletics not become commercial and hence subject to high pressure recruitment and funding controversies which have so characterized male athletics in the past. A corresponding concern was expressed that women's collegiate programs place as much emphasis on physical fitness as on development of a competitive program.

For a summary of the survey responses, write to: Women's College Coalition, 1700 K Street NW, Suite 303, Washington, DC 20006.

INTERNATIONAL

News from Oxford and Cambridge

Beginning next September, sixteen of Oxford University's twenty-eight single-sex colleges will accept applications from students of both sexes. By 1979, twenty-one of the colleges will become coeducational. Only four men's colleges—Christ Church, Merton, Queen's, and Oriel—and three women's colleges—St. Hilda's, St. Hugh's, and Somerville—will retain their single-sex status. Cambridge University also plans to convert, with fifteen of the twenty-four undergraduate colleges becoming co-educational by 1979.

Both Oxford and Cambridge colleges are the subject of a precedent-setting sex discrimination case. A male faculty member at Cambridge has asked for a ruling to determine if Oxford and Cambridge can deny employment on the basis of sex. Britain's newly-enacted Sex Discrimination Act prohibits job bias, but it is unclear whether Oxford and Cambridge colleges are covered by the provisions of the Act. The faculty member has charged that two Cambridge colleges denied research fellowships to a woman applicant solely because she was female.

Feminists Meet for Education Conference

Feminist educators from around the world met in Berlin recently to discuss ways to bring about social and political change to end "sex-role stereotyping." The conference on "International Perspectives on the Changing Roles of Women and Men in the Family and Society" was held at the Berlin Center of the Aspen Institute for Humanistic Studies. The participants agreed on a series of general goals including the elimination of male and female stereotypes in school texts, equal pay for equal work, and equal opportunity in higher education. The participants warned, however, that strategies for change would have to depend on the circumstances in each country. There was general agreement that both Sweden and Great Britain were "far ahead of the U.S. in providing young people with non-sexist forms of sex education."

Our Project Hires New Staffers

Several new people have joined us, Grace L. Mastalli and Belita Cowan. Both bring to the Project a background in higher education, federal policy, and women's issues. Grace, who recently completed her law degree, was previously a Legislative Specialist at the National Advisory Council on Women's Educational Programs and has served as a consultant on sex discrimination in education at HEW's Office for Civil Rights, Project on Equal Education Rights (PEER), and other organizations. She will be primarily responsible for the Project's monitoring and analysis of federal policy developments for impact

on women's educational equity.

Belita is a former college social science instructor, founder of the National Women's Health Network, founder and editor of *Her-self* newspaper, and author of *Women's Health Care: Resources, Writings and Bibliographies*. She will be working on federal policy issues and coordinating the Project's publications including *On Campus With Women*.

Our most recent staffer is Mary DeMouy, formerly with the National Student Association, who joins us as a staff assistant. Mary's experience includes bookkeeping, coordinating student internships, office management, and publications sales.

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Don't neglect to let us know if you've moved. Perhaps you didn't realize that because our mailings are delivered to you at 3rd Class Bulk Rate, the Postal Service:

- rarely forwards our materials to you at your new address even though you may have already filed a change of address notice at your local post office;
- does not return to us mail which is undeliverable. (Our mailings continue to be sent to your old address and won't be forwarded to you.)

Please cut along dotted line

Check (✓) the appropriate box:

- ☐ Change my name and/or address; my old and new addresses are listed in Boxes A and B.
- ☐ Add my name to your mailing list; I'm not receiving your materials. My address is listed in Box B.
- ☐ Remove my name from your mailing list; my name and address are listed in Box A.

BOX A →	OLD ADDRESS	BOX B →	NEW ADDRESS
	Don't send materials to my old address:		Materials should be sent to the following:
	Name (print or type) _____ (Attach old mailing label if available)		Name (print or type) _____
	No. & Street, Apt. No., P.O. Box No. or R.F.D. No. _____		No. & Street, Apt. No., P.O. Box No. or R.F.D. No. _____
	City/State and Zip Code _____		City/State and Zip Code _____